

Executive Secretary

62-1948

25X1

8 APR 1962

MEMORANDUM FOR: Chief, Technical Services Division

THROUGH: Deputy Director (Plans)

SUBJECT: Request from TSD/ [] Employees for Permission to Form Representational Organization

1. The memorandum of 8 March 1962 in which nineteen TSD/ [] employees ask permission to form a "representational organization", together with your comments of 14 March, have been carefully considered by the General Counsel, the Directors of Security and Personnel, and myself. These employees should receive their answer from you as chief of their division. Please inform them orally:

a. That their request is disapproved on grounds of security and personnel policy, and that such disapproval is consistent with the exception granted to CIA and other sensitive agencies under Section 16 of Executive Order 10988, Employee-Management Cooperation in the Federal Service.

b. That if TSD/ [] employees have specific problems, grievances or suggestions they should discuss them promptly through their normal command channels. They remain free to consult the Inspector General, but should first attempt to solve their problems through TSD's own administrative machinery.

2. Although the request is denied, I believe it may reflect a morale situation meriting your personal attention.

(Signed) JOHN A. McCONE
John A. McCONE
Director

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cc: UDCI
DD/P
DD/S
GOC

O/IG/ [] mes (30 Mar 62)
Distribution: Original and 1 - addressee

1 - DDCI
1 - DD/P
1 - DD/S
1 - GOC
1 - DCI

1 - AIG subject
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Executive Registry

62-1948/1

30 March 1962

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Request from TSD/[] Employees for Permission
to Form Representational Organization

1. In a letter dated 8 March 1962 nineteen TSD/[] employees asked your permission to form an "employees representational organization" in some ways similar to a trade union. Copies of their request, together with comments of the Chief, TSD, have been sent to the General Counsel and the Directors of Personnel and Security, whose replies will be made available to the Chief, TSD.

2. I believe that the nineteen employees should receive their answer from their own division chief, and have therefore prepared a memorandum from you to the Chief, TSD, with instructions for a reply. At the same time the fact that nineteen employees have shown some interest in forming a union, coupled with indications of unrest and poor morale uncovered during an IG survey of TSD in 1957, led me to add a suggestion that the Chief, TSD, take a personal look at employee relations in []

3. I recommend you sign the attached memorandum.

[]

Acting Inspector General

cc: DDCI
DD/S
OGC

SECRET

Subject: Request from TSD/[] Employees for Permission
to Form Representational Organization

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CONCUR:

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[]
Deputy Director (Support)

30 March 62
Date

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[]
General Counsel

30 March 62
Date

SECRET

Executive Order 10988, "Employee-Management Cooperation in the Federal Service

"Section 16. This order shall not apply to any agency, or to any office, bureau or entity within an agency, primarily performing intelligence or investigative functions if the head of the agency determines that the provisions of this order cannot be applied in a manner consistent with national security requirements and considerations. When he deems it necessary in the national interest, and subject to such conditions as he may prescribe, the Secretary of Defense may suspend provisions of this order relating to recognition of employee organizations with respect to any Department of Defense installation which is located outside of the United States."

~~SECRET~~

62-1575

14 March 1962

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Employee Request for Permission to Form Union

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1. This memorandum is for your information only.

2. employees of the Technical Services Division, DD/P, have consulted me confidentially three times since January 1962 to ask advice on forming an organization in many ways similar to a labor union. They contended they needed some organization to present their suggestions and grievances to Agency management, but they had no clear idea of how the proposed organization would function. In each visit I told them:

- a. That they should present their suggestions and grievances in writing to their Division Chief and attempt to resolve their problems through existing management machinery. I promised that their problems would receive serious consideration.
- b. That it would be premature to think of organizing before taking step a above, and that in any case a proposal for an employee organization should be based on a specific draft charter or constitution and by-laws.

3. Disregarding this advice, 19 employees of TSD, on 8 March 1962 signed a memorandum asking your permission to form a "representational organization." This request is en route to you

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through channels, but in the meantime I am circulating copies to the General Counsel and the Directors of Personnel and Security so that their comments may be available when a reply is drafted.



Acting Inspector General

cc: Chief, TSD
Director of Personnel
Director of Security
General Counsel

25X

SECRET

14 March 1962

63-1598

MEMORANDUM FOR: DIRECTOR OF CENTRAL INTELLIGENCE

SUBJECT : Memorandum for DCI dated 8 March 1962,
subject: Permission to Form an Employees'
Representational Organization (attached)

1. This memorandum comments on the subject memorandum and recommends that the request to form an Employees' Representational Organization be disapproved.

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2. The [] is one of the most heavily unionized areas in industry. In the Government both the Government Printing Office and the Bureau of Engraving and Printing are strongly unionized. Since TSD employees assigned to the []

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[] are recruited from this same area in industry and Government, it is not surprising that they feel that they should belong to a union organized within the Agency.

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3. This same feeling exists among employees of other parts of the Agency which provide printing services where the question of establishing a union has periodically surfaced. Subject memorandum to a large extent follows this trend, referring as it does to President Kennedy's comments on Federal Employees' Unions. Since the paper requests approval to form a union and lists no definite complaints, it is understandable that it bears a number of signatures.

4. TSD has discussed this matter with the IG who informs us that he has met on several occasions with a few of the individuals who advocate the establishment of a union. Not reflected in their paper are some 4 specific points to which they referred during these discussions where they felt they might be better represented by a union than through the normal command channels. These are:

- a) overseas rotation of personnel
- b) personnel assignments
- c) Fitness Reports
- d) relationship with TSD management

It is my firm belief that both the overseas rotation of personnel and the assignment of personnel in general are management responsibilities which cannot be diluted through the delegation in whole or in part to an employees' union. While individuals' likes and dislikes are given due consideration wherever possible, it is naturally difficult to accommodate everyone according to his desires at all times in view of the limited number of overseas posts to which []

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[] personnel may be assigned and the need for keeping these posts staffed with the proper balance of skills.

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5. Insofar as Fitness Reports are concerned, I consider this to be a matter best handled between the individual and his supervisor. To introduce group participation and require union approval or disapproval of Fitness Reports would make a mockery of the present Agency Fitness Report program.

6. The relationship of [] personnel with management differs in no way from that of the rest of the Agency. While TSD supervisors are not always able to agree with courses of action proposed by the individuals under their management, they are always ready to listen to, and discuss with, an employee any proposal which he may wish to make. This holds true not only in the case of the Chief of the [] but also holds true for the Assistant Chief [] and for C/TSD.

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7. TSD for many years has emphasized a program of increasing the flexibility of our [] craftsmen as well as technicians and analysts elsewhere in TSD. In many cases this involves training a man in more than one skill - a situation seldom encountered in industry or elsewhere in the Government where there has been rigid specialization. We have found it necessary to broaden our ability in this fashion in order to staff overseas stations with a broad spectrum of skills without requiring a large number of individuals each possessing only one capability. It is only in this matter of training an individual in multiple skills that our activities differ from equivalent industrial practices. The trades we employ are essentially the same as those in industry.

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8. Historically since this group has been union-minded and since many of them are members of local unions of the various trades which they represent, the question of establishing a union in the Agency has been raised before, and we feel the present paper is another such attempt. Since the paper contains no specific

complaints, I feel that the number of signatures does not indicate any deep-rooted dissatisfaction.

9. It is, therefore, my suggestion that the request to establish an Employees' Representational Organization be disapproved.



Chief, DD/P/TSD

cc: DDCI
IG

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CONFIDENTIAL

62-15981

8 March 1962

MEMORANDUM FOR : Director, Central Intelligence
Agency

SUBJECT : Permission to Form an Employees'
Representational Organization

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1. President Kennedy, in a recent speech, has stated his approval of Federal Employees' Unions. We, the undersigned TSD [] personnel, heartily concur with President Kennedy's views; we have long contemplated the forming of an organization which would bring about closer liaison with our own administrative people. We were recruited from private industry because the Agency required the skills which we already possessed. We have all given up the security of the union membership to which our trades entitle us. We were incorporated into a group of trades which, however fascinating we may find them, have no industrial equivalent.

2. During long and useful careers with the Central Intelligence Agency we have never failed to place the public good and the security of the Nation above our own. We do not feel that our good judgment in matters of security can be rightfully questioned.

3. We feel that, as a group, we have never been as thoroughly integrated into the Central Intelligence Agency as it is desirable for that Agency's career employees to be. The existing machinery for personnel representation which now exists within our branch is possibly as good as any that can be developed by management on a unilateral basis. We have found, however, that it fails to represent us accurately.

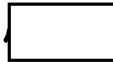
4. We, therefore, desire to organize an association within our own branch, not to be affiliated with any outside union or guild. This association will represent us in matters that affect our own members. The organization we propose to form can materially aid

Central Intelligence management in making optimum use of our aptitudes. It follows naturally that the proposed organization would be an effective self-disciplinary instrument, serving to maintain and increase our usefulness to the Agency.

5. It has been stated that security agencies such as ours are excepted from President Kennedy's recommendation. In our opinion, however, the kind of association which we desire to form can in no way work detrimentally to security. There is no question of affiliation with any other group. We eschew the right to strike. We simply ask that our representatives be recognized by our management personnel as our duly appointed spokesman.

6. This memorandum is a statement of desire and intention, and before action has been taken by us to form such an organization we would like to have an answer from our Director indicating his approval. If, on the other hand, there should exist any objection to such an organization, we would appreciate being so advised within approximately thirty days, in order to properly direct our further movements.

Attachment: Signatures of TSD
Personnel



25X1

Distribution:

- 2-Director, Central Intelligence Agency w/Att
- 3-Inspector General w/o Att

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Approved For Release 2003/08/18 : CIA-RDP80B01676R003000300007-1

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SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
☐	UNCLASSIFIED	☒	CONFIDENTIAL
☐		☐	SECRET
CENTRAL INTELLIGENCE AGENCY OFFICIAL ROUTING SLIP			
TO	NAME AND ADDRESS	DATE	INITIALS
1	Acting IG		<i>[Signature]</i>
2			
3			
4			
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6			
☐	ACTION	☐	DIRECT REPLY
☐	APPROVAL	☐	DISPATCH
☐	COMMENT	☐	FILE
☐	CONCURRENCE	☐	INFORMATION
☐		☐	PREPARE REPLY
☐		☐	RECOMMENDATION
☐		☐	RETURN
☐		☐	SIGNATURE
Remarks:			
Pursuant to our conversation on 19 March, I briefed the Director about the attached request from the 25X1 employees of TSD to form a union. As I indicated to you, the Director wishes to keep a close watch on this one, and therefore I would appreciate your recommendations and proposed reply to their request as soon as possible. 25X1 <i>[Signature]</i> JSE			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
EO/DCI/ cm			3/20/62

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